



Workforce Transition, Compensation and Pensions

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Personnel Transition



- Personnel
 - New Contractor Will Pick Up *All* Incumbent Employees in M&O Work Scope
 - New Contractor has the discretion to retain Discretionary Incumbent Management Employees
- Compensation and Benefits for Incumbent Employees
 - Equivalent Salary for at least first year
 - Pension: “If you’re in, you’re in.”
 - Multiple Employer Pension Plan
 - M&O Contractor has lead
 - Liquid Waste (and perhaps others) will participate
 - Total Package of Benefits Must Be Comparable
 - Health Care
 - Leave
 - Seniority

Personnel



- Currently ~ 8500 employees working for “Performing Entity.”
 - Performing Entity is:
 - Washington Savannah River Company
 - Bechtel Savannah River Company
 - BWXT
 - BNG America (formerly British Nuclear Fuels, Ltd.)
 - Approximately 6000 employees are associated with work which will become the new M&O contract.
 - Approximately 2500 employees are associated with work which will become the new Liquid Waste contract.
 - Status of employees (M&O or Liquid Waste) will be fixed on date of award.

Personnel



- Successful Offeror will offer employment to all incumbent employees.
 - H-57 (A) in Draft RFP
- Incumbents **include** almost all ~ 6000 employees associated with the new M&O Scope of Work on the date of contract award.
- Incumbents **exclude**:
 - All ~ 2500 employees associated with the Liquid Waste Scope of Work.
 - All ~ 110 Discretionary Incumbent Management employees.
 - These employees may be hired into their same or other position, at the sole discretion of the Successful Offeror.
 - » H-57 (B) in Draft RFP
 - A list current as of October 31, 2006 is included in the Draft RFP as Section L, Attachment E.
 - All Non-Incumbent employees hired after date of award.

Incumbent Employees



- Compensation and Benefits
 - Pay must be **Equivalent** to that currently paid by WSRC for at least first year of new contract.
 - H-14 (e)(1)(A) in Draft RFP
 - Incumbent Employees shall **remain in their existing pension plans.**
 - The total package of benefits must be **Comparable** to those currently provided by WSRC for at least first year of new contract.
 - H-14 (e)(1)(B) in Draft RFP
 - Successful Offeror will carry over all Seniority, Length of Service Credit and Leave Balances.
 - Equivalency and Comparability will be determined by the Contracting Officer.

Incumbent Employees



- Successful Offeror will become a Sponsor of the Multiple Employer Pension Plan and will have responsibility for the Administration and Management of the Plan.
 - Other Contractors (Liquid Waste Contractor) will also become Sponsors of the Plan.
 - Successful Offeror **must** maintain the qualified status of the Plan.
- Successful Offeror will continue to provide all Post Retirement Benefits, as applicable, for Incumbent Employees and Retired Plan Participants.

Non-Incumbent Employees



Compensation and Benefits:

- Pay and benefits must be competitive with the industry from which new employees are recruited.
 - H-14 (e)(2) in Draft RFP
- Successful Offeror will provide a Market-Based retirement Plan that is competitive with the industry from which new employees are recruited.
 - H-14 (e)(2) in Draft RFP
- Medical Benefits must be competitive with the industry from which new employees are recruited.
 - H-14 (e)(2) in Draft RFP